

## Health Equity Checklist

### Key Definitions

**Disparately impacted communities:** include, but are not limited to, racial and ethnic minorities, refugees, immigrants, seniors, low-income earners, uninsured individuals, undocumented individuals, individuals with limited English Proficiency, individuals with disabilities and the homeless.

**Health equity:** Health equity is attainment of the highest level of health for all people. Achieving health equity requires valuing everyone equally with focused and ongoing societal efforts to address avoidable inequalities, historical and contemporary injustices, and the elimination of health and health care disparities.

**Health Disparities:** means differences in health outcomes and their determinants between segments of the population, as defined by social, demographic, environmental, and geographic attributes.

**Health Inequalities:** a term sometimes used interchangeably with the term health disparities. It is more often used in the scientific and economic literature to refer to summary measures of population health associated with individual - or group – specific attributes (e.g., income, education, or race/ethnicity).

**Health Inequities:** a subset of health inequalities that are modifiable, associated with social disadvantage, and considered ethically unfair.

**Intervention Strategy:** any plan, guidance, proposal, policy, practice, communication, or directive, developed by statewide, regional and local level entities to treat, diagnose, study, provide awareness of, or otherwise address COVID-19 in Illinois residents, including in disparately impacted communities.

**Social determinants of health:** the conditions in the environments in which people are born, live, learn, work, play, worship, and age, that affect a wide range of health, functioning, and quality-of-life outcomes and risks.

**Community Health Needs Assessment (CHNA):** assessment of a specific community being serviced and typically performed by a consortium of not-for-profit hospitals and community-based organizations. Although they vary by community, CHNAs "enable communities to identify issues of greatest concern and decide how to allocate resources to address those issues."

### Considerations for Assessing Health Equity:

Participating entities should use the following questions to assess both the short and long-term impacts to health equity, health inequalities and health inequities of a particular intervention strategy. Short-term initiatives might prioritize currently prevalent comorbidities for a disparately impacted community, whereas long-term initiatives might prioritize issues such as food insecurity, inadequate housing or limited access to health care that widen health disparities.

### Communities most likely to benefit from this intervention strategy

1. **What persons / communities are most likely to benefit from this intervention strategy?** Which disparately impacted communities are most affected by this intervention strategy?

For example, consider the use of the following resources to identify and inform where the most health needs are in your community.

- Your Community Health Needs Assessment
- Community Health Rankings
- The CMS AHC Screening Tool for the Social Determinants of Health

Based on the above guidance for communities are most likely to benefit from this intervention strategy, please provide your response below:

### Benefit to disparately impacted communities

2. **How does this intervention strategy benefit disparately impacted persons / communities?**

- What specific health conditions (e.g., diabetes, asthma, hypertension, etc.) and inequities will be addressed with this intervention strategy?
- What social determinants are targeted for intervention?
- How will the members of each disparately impacted community be affected?

Based on the above guidance for benefit from this intervention strategy to disparately impacted communities, please provide your response below:

**Proposed intervention strategy vs expand socio-economic opportunities**

3. **Will the proposed intervention strategy expand socio-economic opportunities for disparately impacted persons / community members and their overall health?**  Yes  No

- If yes, how?
- If no, how can the proposed intervention strategy be revised to address that?

Based on you response to the above question, please provide your response below:

**Promotion inclusive collaboration and civic engagement**

4. **Will the proposed intervention strategy promote inclusive collaboration and / or civic engagement of all disparately impacted communities?**  Yes  No

Is there community support for the intervention strategy?  Yes  No

If yes, who are your collaborating partners?

| Collaborating Partners |
|------------------------|
|                        |
|                        |
|                        |
|                        |

If no, which communities are in opposition, why does that opposition exist (i.e. what interests are in conflict with the intervention strategy), and how do you plan to address it?

Have you or do you plan to engage the disparately impacted community in a dialogue?  Yes  No

Do you have strategies in place to identify unintended consequences or barriers to racial equity as a result of the proposed intervention strategy? Are there strategies in place to mitigate any negative impacts? Are revised strategies needed to address those consequences?

**Assurance of workforce equity**

5. **Will your intervention strategy ensure support of workforce equity and/or contracting equity?**  Yes  No

- If yes, how?
- What goals are contemplated for workforce equity and/or contracting equity?
- If no, what modifications are needed to ensure the intervention strategy supports workforce equity and/or contracting equity?

Based on your response for ensuring workforce equity and/or contracting equity, please provide your response below:

**Achievement of greater health equity**

6. **How will this intervention strategy achieve greater health equity for disparately impacted persons / communities?**

- Can you demonstrate how this intervention strategy improves health equity?
- If not, why not, and what modifications are needed to ensure the plan meets the health equity goals?

Based on the above guidance for achieving greater health equity for disparately impacted communities, please provide your response below:

**Metrics to ensure and evaluate health equity goals**

7. Name and explain at least two metrics that will be used to evaluate your health equity goals

SAMPLE